

Conference Call Notes-- Concerns Regarding Licensure 12.16.16

Participants-- Shawnda Cherry, Marianne Russell, and Ralph Evans

Introduction: Compile a list of issues with licensure as it is now, and how they impact school districts.

Procedure: Each participant will capture notes during the conference call, and send them to Ralph for compilation. Ralph will present to the Collaborative during our January meeting.

Concerns to be addressed:

- Initial pay for out-of-state teachers--
 - Starts at 0 level; takes licensure so long to approve (Aug to March) that a huge lump sum payment occurs in March; affects retirement which can only go back 90 days; small districts can't afford to pay upfront with local funds; when calling they seem kind of rude/nasty
- Online licensure
 - Teachers don't know how to utilize the system
 - HR has to help teachers with this process which takes more time.
- Slow to process applications
 - Applied in August and still have not confirmed license;
 - RALC is also backlogged ~~so~~
 - Initial License for teachers - we pay them sub pay and this is not enough for them to live on and with the time frame of approximately 6 months to obtain a license, they are given a large lump sum and again it affects their retirement.
 - Lateral entry teachers present additional issues with delay of license issuance making it difficult to complete in 3 years. The teacher cannot take a course their first semester because of the time it takes to obtain their plan of study. The removal of the mandatory 6 semester credit hours from DPI has helped; however, there is still not a lot of time to finish the requirements
 - An example of how this affects the teacher: We hired an Ag Teacher on October 26, 2015 and received her license on April 19, 2016 (after writing to Nadine begging her to look at the paperwork.) When I did receive her license, the "Date Expires" is 06/30/2018" which only gives her 2 years to complete all the coursework needed to clear her license
 - Lateral entry plan of study – change the 3 year completion date from hire date to license issue date.
- Hire someone after April 15th, DPI will not guarantee processing before end of year (June 30th) which results in the district absorbing that salary as an audit exception or paying the person as a long term substitute
- Suggest going back to the three day orientation/induction for new HR directors
- When using the online system, hard to decipher what type of application to submit; must repay fees if a mistake is made. There is no courtesy call if an error is made.
- Don't think a teacher should have to pay a fee to change their name, address, etc. (simple demographic info).